

## Message Text

CONFIDENTIAL

PAGE 01 STATE 058425

20

ORIGIN IO-11

INFO OCT-01 ISO-00 /012 R

66011

DRAFTED BY:IO/UN/BAPS:WMSOUTHWORTH:FG

APPROVED BY:IO DVMCCLELLAN X22468

----- 058068

R 180105Z MAR 76

FM SECSTATE WASHDC

TO USMISSION GENEVA

C O N F I D E N T I A L STATE 058425

GRIP FROM SOUTHWORTH

FOLLOWING REPEAT STATE 058425 ACTION NATO INFO OECD PARIS MAR 10.

QUOTE: C O N F I D E N T I A L STATE 058425

HOLD FOR OPENING OF BUSINES

E.O. 11652: GDS

TAGS: AORG, NATO, OECD

SUBJECT: INTERNATIONAL STAFF SALARIES

REF: USNATO 1306

1. PROBLEM OF INFLATED INTERNATIONAL SALARIES RESULTS FROM EFFORT BY EACH ORGANIZATION TO DRAW COMPARISONS ONLY WITH OTHER INTERNATIONAL ORGANIZATIONS, WITH EACH ATTEMPTING TO ALWAYS MATCH HIGHEST SALARIES. BASIC PROBLEM IS THUS MUCH BROADER THAN NATO AND OECD, AND INVOLVES MANY GOVERNMENTS, NOT JUST THOSE WHO ARE MEMBERS OF THESE ORGANIZATIONS. WE THEREFORE PLAN COORDINATED BILATERAL APPROACHES TO KEY GOVERNMENTS TO MAKE OUR CONCERNS KNOWN, AND IO WILL INITIATE ACTION ALONG THESE LINES. WE WILL KEEP YOU INFORMED.

2. WE NOTE THAT WHILE YOU HAVE NOT RECEIVED ANY SUPPORT  
CONFIDENTIAL

CONFIDENTIAL

PAGE 02 STATE 058425

FOR OUR LONG-RANGE POSITION IN NATO, THERE IS UNANIMOUS

AGREEMENT IN THE CCG TO RECOMMEND AD HOC SALARY ADJUSTMENTS EFFECTIVE JANUARY 1976 FOR LESS THAN FULL COST-OF-LIVING INDEX INCREASE (USNATO 1189). A POSITION WE CAN ACCEPT (STATE 55623). BECAUSE WE HAVE MORE SUPPORT IN CCG, IT SEEMS IMPORTANT TO US TO SHIFT FOCUS OF DISCUSSION FROM HIGHLY-CHARGED POLITICAL ATMOSPHERE OF NATO TO EXPERTS IN CCG.

3. YOU HAVE NOW MADE OUR POINT, AND IT WOULD BE COUNTER-PRODUCTIVE FOR U.S. TO CONTINUE TO LEAD THE DISCUSSION IN THE OPEN-ENDED AD HOC COMMITTEE OF PERMREPS, OR TO GET INVOLVED IN A DETAILED DISCUSSION OF THE QUESTIONABLE ARGUMENTS OUTLINED IN PARAS 7 AND 8 OF REFTEL IN THAT FORUM. POINTS THAT MIGHT BE WORTH MAKING ARE (1) THAT WE CANNOT AGREE IN NATO TO CHANGE POSITIONS ACCEPTED BY ALL MEMBER COUNTRIES IN THE CCG, BECAUSE IT IS THE FUNCTION OF THE CCG TO MAKE RULES FOR ALL PARTICIPATING ORGANIZATIONS, AND THAT IF THESE ORGANIZATIONS THEN ADOPT DIFFERENT PROPOSALS, IT WILL DEFEAT THE PURPOSE OF THE CCG AND (2) THAT TECHNICAL QUESTIONS SHOULD BE DISCUSSED IN A COMMITTEE OF EXPERTS, I.E., THE CCG.

4. IN ADDITION, YOU SHOULD REMIND PERMREPS THAT OUR GOVERNMENTS HAVE AGREED UNANIMOUSLY TO JANUARY 1, 1976 SALARY ADJUSTMENT AND WE ASSUME THAT THE SAME GOVERNMENTS WILL SUPPORT THAT AGREEMENT WHEN IT COMES BEFORE THE NAC. ALSO, YOU SHOULD RECOMMEND THAT THE LONGER-RANGE ISSUE OF HOW IS SALARIES SHOULD BE SET SHOULD BE ADDRESSED BY THE CCG, WHICH IS THE COMMITTEE SET-UP TO DEAL WITH THESE MATTERS. KISSINGER  
UNQUOTE KISSINGER

CONFIDENTIAL

NNN

## Message Attributes

**Automatic Decaptioning:** X  
**Capture Date:** 01 JAN 1994  
**Channel Indicators:** n/a  
**Current Classification:** UNCLASSIFIED  
**Concepts:** n/a  
**Control Number:** n/a  
**Copy:** SINGLE  
**Draft Date:** 18 MAR 1976  
**Decaption Date:** 01 JAN 1960  
**Decaption Note:**  
**Disposition Action:** RELEASED  
**Disposition Approved on Date:**  
**Disposition Authority:** BoyleJA  
**Disposition Case Number:** n/a  
**Disposition Comment:** 25 YEAR REVIEW  
**Disposition Date:** 28 MAY 2004  
**Disposition Event:**  
**Disposition History:** n/a  
**Disposition Reason:**  
**Disposition Remarks:**  
**Document Number:** 1976STATE058425  
**Document Source:** CORE  
**Document Unique ID:** 00  
**Drafter:** IO/UN/BAPS:WMSOUTHWORTH:FG  
**Enclosure:** n/a  
**Executive Order:** GS  
**Errors:** N/A  
**Film Number:** D760102-0156  
**From:** STATE  
**Handling Restrictions:** n/a  
**Image Path:**  
**ISecure:** 1  
**Legacy Key:** link1976/newtext/t19760346/aaaaboha.tel  
**Line Count:** 92  
**Locator:** TEXT ON-LINE, ON MICROFILM  
**Office:** ORIGIN IO  
**Original Classification:** CONFIDENTIAL  
**Original Handling Restrictions:** n/a  
**Original Previous Classification:** n/a  
**Original Previous Handling Restrictions:** n/a  
**Page Count:** 2  
**Previous Channel Indicators:** n/a  
**Previous Classification:** CONFIDENTIAL  
**Previous Handling Restrictions:** n/a  
**Reference:** n/a  
**Review Action:** RELEASED, APPROVED  
**Review Authority:** BoyleJA  
**Review Comment:** n/a  
**Review Content Flags:**  
**Review Date:** 08 APR 2004  
**Review Event:**  
**Review Exemptions:** n/a  
**Review History:** RELEASED <08 APR 2004 by CollinP0>; APPROVED <17 AUG 2004 by BoyleJA>  
**Review Markings:**

Margaret P. Grafeld  
Declassified/Released  
US Department of State  
EO Systematic Review  
04 MAY 2006

**Review Media Identifier:**  
**Review Referrals:** n/a  
**Review Release Date:** n/a  
**Review Release Event:** n/a  
**Review Transfer Date:**  
**Review Withdrawn Fields:** n/a  
**Secure:** OPEN  
**Status:** NATIVE  
**Subject:** INTERNATIONAL STAFF SALARIES  
**TAGS:** AORG, NATO, OECD  
**To:** GENEVA  
**Type:** TE  
**Markings:** Margaret P. Grafeld Declassified/Released US Department of State EO Systematic Review 04 MAY 2006